

NATIONAL GALLERY OF ART
2010 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS
(Survey Administration Period 2/9/2010 to 3/19/2010)

		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N %	65.9	100 22.9	184 43.0	55 13.7	59 14.7	21 5.7	419 100.0	NA
2. I have enough information to do my job well.	N %	73.7	108 25.0	208 48.7	66 16.2	32 7.5	9 2.5	423 100.0	NA
3. I feel encouraged to come up with new and better ways of doing things.	N %	61.3	90 21.2	172 40.1	75 17.7	60 14.9	23 6.1	420 100.0	NA
*4. My work gives me a feeling of personal accomplishment.	N %	74.6	147 33.4	172 41.3	57 13.5	34 8.6	12 3.3	422 100.0	NA
*5. I like the kind of work I do.	N %	85.5	196 45.3	168 40.2	39 10.1	8 2.1	9 2.3	420 100.0	NA
6. I know what is expected of me on the job.	N %	86.0	152 36.2	209 49.8	48 11.6	8 2.2	1 0.2	418 100.0	NA
7. When needed I am willing to put in the extra effort to get a job done.	N %	97.2	271 63.3	138 33.9	9 2.3	0 0.0	2 0.5	420 100.0	NA
8. I am constantly looking for ways to do my job better.	N %	89.6	205 48.2	173 41.3	40 9.8	2 0.5	1 0.2	421 100.0	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	57.9	66 16.7	173 41.2	93 22.2	60 14.2	23 5.7	415 100.0	3
*10. My workload is reasonable.	N %	65.0	58 14.5	208 50.5	78 18.0	55 12.5	19 4.5	418 100.0	3
*11. My talents are used well in the workplace.	N %	60.1	82 19.7	174 40.4	70 16.9	67 16.9	24 6.1	417 100.0	3
*12. I know how my work relates to the agency's goals and priorities.	N %	83.6	143 32.2	209 51.4	47 11.2	13 3.3	7 1.9	419 100.0	2
*13. The work I do is important.	N %	88.8	190 44.2	182 44.6	39 9.7	4 1.0	2 0.5	417 100.0	1
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	70.0	119 28.4	178 41.7	61 15.0	35 8.3	26 6.6	419 100.0	2
*15. My performance appraisal is a fair reflection of my performance.	N %	73.8	128 30.8	183 43.0	53 13.1	33 7.9	21 5.2	418 100.0	5
16. I am held accountable for achieving results.	N %	85.0	133 31.0	223 54.0	44 11.2	10 2.4	6 1.4	416 100.0	3

*AES prescribed items

** Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number in Population: 774

Percentages are weighted to represent the Agency's population.

NATIONAL GALLERY OF ART
2010 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS
(Survey Administration Period 2/9/2010 to 3/19/2010)

		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		72	151	91	57	35	406	15
	%	54.3	16.9	37.4	22.4	14.2	9.1	100.0	
*18. My training needs are assessed.	N		54	145	119	64	24	406	12
	%	48.5	13.1	35.4	29.6	15.6	6.3	100.0	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		116	183	65	23	19	406	14
	%	73.4	28.9	44.4	16.1	5.6	4.9	100.0	
*20. The people I work with cooperate to get the job done.	N		101	197	67	38	11	414	NA
	%	70.5	24.0	46.5	16.5	10.1	2.9	100.0	
*21. My work unit is able to recruit people with the right skills.	N		59	172	103	57	22	413	10
	%	54.7	14.3	40.3	25.6	14.1	5.6	100.0	
*22. Promotions in my work unit are based on merit.	N		31	119	118	78	54	400	19
	%	34.9	7.1	27.7	30.6	19.9	14.7	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		24	126	108	84	53	395	26
	%	36.1	5.8	30.3	27.9	21.7	14.3	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		27	134	114	87	45	407	16
	%	36.9	6.2	30.7	29.1	21.9	12.0	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		58	143	84	73	47	405	14
	%	47.4	13.3	34.1	21.2	18.4	13.0	100.0	
26. Employees in my work unit share job knowledge with each other.	N		77	214	64	43	21	419	4
	%	68.8	17.7	51.1	15.5	10.4	5.4	100.0	
27. The skill level in my work unit has improved in the past year.	N		67	165	110	49	18	409	13
	%	55.3	16.0	39.3	27.1	12.6	5.1	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		209	141	54	12	2	418	NA
	%	82.1	48.0	34.1	14.1	3.2	0.6	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		92	238	54	23	6	413	8
	%	78.7	21.3	57.4	13.6	6.1	1.7	100.0	

*AES prescribed items

** Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number in Population: 774

Percentages are weighted to represent the Agency's population.

NATIONAL GALLERY OF ART
2010 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS
(Survey Administration Period 2/9/2010 to 3/19/2010)

		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	43.2	39 8.7	145 34.4	122 29.8	82 20.5	25 6.6	413 100.0	5
31. Employees are recognized for providing high quality products and services.	N %	56.0	64 14.4	175 41.6	90 22.4	61 15.6	22 6.0	412 100.0	8
*32. Creativity and innovation are rewarded.	N %	41.7	42 9.4	136 32.3	115 28.4	81 20.9	35 9.1	409 100.0	11
*33. Pay raises depend on how well employees perform their jobs.	N %	25.7	18 4.4	90 21.2	121 30.7	104 26.4	67 17.2	400 100.0	19
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	49.9	43 10.5	155 39.4	123 31.2	43 11.3	27 7.6	391 100.0	30
*35. Employees are protected from health and safety hazards on the job.	N %	69.6	92 21.5	203 48.1	73 18.5	31 7.9	15 4.0	414 100.0	7
*36. My organization has prepared employees for potential security threats.	N %	63.2	58 13.7	205 49.4	79 20.3	51 13.5	11 3.0	404 100.0	16
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	44.2	45 10.5	133 33.8	119 30.8	68 18.1	27 6.9	392 100.0	28
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N %	65.5	85 21.9	160 43.6	76 21.9	27 8.2	15 4.5	363 100.0	56
39. My agency is successful at accomplishing its mission.	N %	81.0	128 29.4	210 51.6	49 12.4	18 4.9	6 1.7	411 100.0	9
40. I recommend my organization as a good place to work.	N %	71.2	139 31.6	168 39.6	85 21.6	15 3.7	12 3.5	419 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	42.0	42 11.3	108 30.6	133 36.1	47 12.7	32 9.2	362 100.0	58
*42. My supervisor supports my need to balance work and other life issues.	N %	78.1	147 34.4	185 43.8	46 11.2	27 6.8	15 3.8	420 100.0	1
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	63.7	102 23.2	173 40.5	76 18.7	52 13.6	16 3.9	419 100.0	1
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	63.5	104 24.6	164 38.9	87 20.7	42 10.5	22 5.3	419 100.0	1

*AES prescribed items

** Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number in Population: 774

Percentages are weighted to represent the Agency's population.

NATIONAL GALLERY OF ART
2010 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS
(Survey Administration Period 2/9/2010 to 3/19/2010)

		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		83	157	100	35	9	384	34
	%	61.6	21.1	40.5	26.4	9.5	2.6	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		88	181	82	44	21	416	1
	%	63.8	21.0	42.8	20.0	11.2	5.0	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N		99	191	61	41	18	410	8
	%	68.8	23.4	45.3	16.0	10.6	4.6	100.0	
48. My supervisor/team leader listens to what I have to say.	N		135	184	52	36	13	420	NA
	%	74.7	31.2	43.5	12.8	9.3	3.2	100.0	
49. My supervisor/team leader treats me with respect.	N		155	183	40	33	11	422	NA
	%	79.1	35.7	43.4	9.8	8.3	2.8	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		126	195	53	38	9	421	NA
	%	76.1	29.5	46.6	12.4	9.2	2.3	100.0	
*51. I have trust and confidence in my supervisor.	N		133	135	78	51	21	418	NA
	%	62.5	31.0	31.4	19.7	12.7	5.2	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N		157	128	96	23	14	418	NA
	%	67.0	36.7	30.3	23.7	5.8	3.4	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N		42	152	107	81	35	417	3
	%	45.0	9.6	35.4	26.3	20.0	8.7	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N		61	158	103	59	25	406	13
	%	52.8	13.7	39.0	25.7	15.1	6.4	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		53	184	110	43	15	405	15
	%	57.1	11.9	45.2	27.5	11.3	4.1	100.0	
*56. Managers communicate the goals and priorities of the organization.	N		51	181	108	56	18	414	5
	%	55.1	11.7	43.5	26.5	13.9	4.5	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		41	169	110	45	21	386	32
	%	53.7	10.2	43.5	28.6	12.2	5.5	100.0	

*AES prescribed items

** Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number in Population: 774

Percentages are weighted to represent the Agency's population.

NATIONAL GALLERY OF ART
2010 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS
(Survey Administration Period 2/9/2010 to 3/19/2010)

		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	50.5	46 10.7	162 39.8	114 27.9	59 14.9	26 6.7	407 100.0	12
59. Managers support collaboration across work units to accomplish work objectives.	N %	53.6	57 13.7	162 39.9	112 27.5	53 14.2	18 4.7	402 100.0	13
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	54.7	85 20.0	146 34.7	121 31.1	36 9.4	19 4.7	407 100.0	13
		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	50.9	69 15.8	144 35.2	112 27.7	60 14.8	26 6.6	411 100.0	6
62. Senior leaders demonstrate support for Work/Life programs.	N %	48.3	54 13.3	132 35.0	126 34.7	34 9.8	25 7.2	371 100.0	45
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	55.6	60 14.0	178 41.6	90 21.7	78 19.7	10 2.9	416 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	44.7	44 10.3	146 34.4	114 27.9	99 24.2	12 3.2	415 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	54.5	80 18.0	155 36.5	93 23.4	69 16.8	20 5.3	417 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	41.6	43 9.7	134 31.9	135 32.5	89 22.4	14 3.6	415 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	34.3	38 8.6	111 25.7	135 32.0	91 23.3	40 10.4	415 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	54.2	58 13.4	176 40.8	109 26.7	55 14.0	19 5.1	417 100.0	NA

*AES prescribed items

** Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number in Population: 774

Percentages are weighted to represent the Agency's population.

NATIONAL GALLERY OF ART
2010 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS
(Survey Administration Period 2/9/2010 to 3/19/2010)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		125	181	67	33	9	415	NA
	%	72.2	28.6	43.6	16.6	8.7	2.5	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		56	186	65	82	25	414	NA
	%	56.5	12.3	44.2	16.0	20.7	6.8	100	
71. Considering everything, how satisfied are you with your organization?	N		86	194	81	40	14	415	NA
	%	66.0	19.9	46.2	19.9	10.3	3.8	100	
		Percent Positive	Telework on regular basis	Telework infrequently	No telework: physical presence required	No telework: technical issues	No telework: not allowed though ok for job type	No telework: personal choice	Item Response Total**
72. Please select the response below that BEST describes your teleworking situation.	N		14	51	195	28	67	40	395
	%	24.2	3.3	12.0	50.1	7.2	17.0	10.5	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
73. How satisfied are you with the following Work/Life programs in your agency... Telework?	N		15	43	108	44	14	224	189
	%	24.6	6.2	18.4	48.7	20.1	6.6	100.0	
74. How satisfied are you with the following Work/Life programs in your agency... Alternative Work Schedules (AWS)?	N		67	82	104	27	20	300	114
	%	49.3	22.1	27.2	34.3	9.1	7.2	100.0	
75. How satisfied are you with the following Work/Life programs in your agency... Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)?	N		43	116	113	43	25	340	75
	%	45.9	12.1	33.8	32.9	13.0	8.3	100	
76. How satisfied are you with the following Work/Life programs in your agency... Employee Assistance Program (EAP)?	N		43	149	113	8	7	320	92
	%	59.3	12.6	46.7	35.5	2.7	2.5	100	
77. How satisfied are you with the following Work/Life programs in your agency... Child Care Programs (for example, daycare, parenting classes, parenting support groups)?	N		9	23	108	26	18	184	228
	%	18.3	4.8	13.5	57.6	14.1	10.0	100	
78. How satisfied are you with the following Work/Life programs in your agency... Elder Care Programs (for example, support groups, speakers)?	N		5	27	112	22	7	173	238
	%	19.5	3.1	16.4	63.2	12.8	4.6	100	

*AES prescribed items

** Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number in Population: 774

Percentages are weighted to represent the Agency's population.